

KD ENTERPRISE BARGAINING UPDATE 09

Date: 12 April 2022

By mid-March we were well into negotiations for your new Enterprise Agreement. Your negotiating team had explained all of your 42 claims; KD had discussed their 9 claims; and your team believed we had an in-principle agreement on 10 of your claims (see the bulletin - KD Enterprise Bargaining Update 07 on 14 March for details).

Unexpectedly KD then put an offer on the table of 'rolling over' your current EA (i.e. no changes) for 3 years, both KD and RTBU withdrawing all claims including the items on which we had in-principle agreement, a 2% pay rise from November 2021, a 2% or WPI (whichever was greater) pay rise from November 2022 and a further 2.0% or WPI (whichever was greater) from November 2023, with a nominal expiry date of November 2024 (see bulletin 07).

Your negotiating committee met with you, our members, to discuss this offer and you rejected it overwhelmingly. This was reported back to Keolis Downer who then proposed a rollover for 18 months instead of 3 years, with a 2.0% pay increase from November 2021 and a further 2.0% or WPI (whichever was greater) from November 2022, and a nominal expiry date of May 2023.

Your committee asked for your opinion on this offer. Your response was that while you could live with an 18-month agreement, anything less than a 3% increase for the first year would not be acceptable. You told your representatives that you didn't want to go backwards - the cost-of-living was increasing and there was a strong prediction that interest rates would rise.

Your team took this response to KD and told them either to revise their offer or to put the offer out to you for a vote. They have now come back with a revised offer and are seeking an in-principle agreement from the union:

Revised Offer

- 1) A four (4) year agreement with a nominal expiry date of 31st October 2025 with the following pay increases.
 - November 2021 - 2%.
 - November 2022 - 2.5% or Wage Price Index (WPI), whichever is greater. The WPI figure will be based on the figure from June 2022 (*ABS Quarterly Wage Price Index Cat.6345 Table 5b (Private and Public; Transport, postal and warehousing)*)
 - November 2023 - 3%
 - November 2024 - 3%
- 2) Reinsert any in-principle agreed claims that had been negotiated previously and were of a non-financial/zero cost to the company back onto the table.

At this stage of negotiations your committee is **NOT** willing to entertain an in-principle agreement with a first year offer below 3%.

If, however, KD makes an offer that includes –

- 1) the 10 previously agreed 'in-principle' claims
- 2) 3% or more from November 2021 (with no less than 7.5% over the remaining 3 years)
- 3) no loss of conditions

Your committee will be able to give an 'in-principle' agreement to KD and seek your support for this offer.

Where to Now

As indicated in the last EA update, we advised you that we would be lodging an application for a protected action ballot order (PABO) with the FWC to show KD that you are serious in your push to have a "living wage". The FWC has now approved this application for the union office to hold a ballot of affected RTBU members.

A ballot will be open from next Wednesday 20 April at 9.00am and close on Wednesday 27 April at 2.00pm. You will be asked to vote on 2 actions that you are willing to take to help progress your claims.

- 1) taking protected industrial action in the form of an unlimited number of stoppages of work of 1 to 24 hours in duration
- 2) bans or limitations on the manner in which work is undertaken (covers all other forms of industrial action that doesn't affect safety)

You will be asked to vote via a website. The union has validated that this is a secure and confidential process. The vote **will not** be conducted by Keolis Downer. Keolis Downer will not know who has voted or how individuals have voted. But the vote **will not** succeed unless **everyone** votes.

Vote **YES** to both questions. If you vote **YES** it allows us a choice of actions to progress our claims. Your representatives will continue to advocate in good faith, but we are guided by what you as the members are willing to **FIGHT** for!

Please see your local delegate if you require any assistance with the Protected Action Ballot process.

It is only in numbers and UNITY that we have power for improvement.

Authorised by:

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